

The original authors of this policy are **Dr Aigbs Ohiwerei** and **Dr Mary Udo**, who are both General Practitioners in Fareham, Hampshire. With reference and acknowledgement of their work, they are happy for this policy to be used and adapted across the NHS and other healthcare settings to help;

- encourage a culture where staff feel empowered and supported to **Speak Up and Speak Out against racism** without fear of victimisation.
- act as a framework that provides clear guidance on the reporting and investigating of racial incidents.

Contact Details

Dr Aigbs Ohiwerei	a.ohiwerei@nhs.net
Dr Mary Udo	mary.udo@nhs.net

ANTI-RACISM POLICY

Primary Care Network Statement

The Primary Care Network (PCN) is committed to ensuring that, as far as is reasonably practicable, the way in which we provide services to the public and the way in which we treat our staff reflects their individual needs and does not discriminate against individuals or groups based on their race.

The PCN aims to promote equality and diversity and values the benefit these bring. It is our aim to ensure that all staff irrespective of their ethnic group feels valued and have a fair and equitable quality of working life.

The PCN aims to encourage a culture where racism and any form of discrimination is not tolerated, and all staff feel safe to speak up and speak out and are able to raise their concerns.

The PCN is committed to the principles contained in the Human Rights Act. The PCN has a legal duty to act against racial discrimination towards its staff or the public and to actively promote equality. Patients will be assigned a GP to see and no requests based on racial characteristics will be condoned.

The PCN has a Recruitment & Selection policy. The objective of this policy is to ensure that applicants are selected solely on their ability to do the job applied for and not on their race, nationality or ethnic origin.

This Anti-Racism Policy contains the following sections:

1. Introduction
2. Speak Up and Speak Out
3. Reporting Racial Incidents
4. Zero Tolerance
5. Training and Education

1. Introduction

Our Anti-Racism Policy takes into account all current UK and guidelines, including codes of practice from the Equality and Human Rights Commission.

This Policy has been written in accordance with current best practice and has been updated in line with the Equality Act 2010.

2. Speak Up and Speak Out against Racism

Racial discrimination or harassment can be from both patients and staff and can include making reference to a certain race characteristic- White or Black or making reference to a particular racial group.

We encourage an environment that will help staff and patients Speak Up (without fear of victimisation) if they have been the victim of racial abuse or have witnessed an incident of discrimination or harassment.

We have an Open-door policy and encourage an environment where members of staff can Speak Up and Speak Out if they witness racism.

We encourage a culture where racism and any form of discrimination is not tolerated, and all staff feel safe to speak up and are able to raise concerns. All staff members have a responsibility to make it clear that such behaviour is unacceptable.

3. Reporting Racial Incidents

If you witness racial discrimination or feel discriminated against:

- You should report the incident to the PCN Manager and the Equality and Diversity lead without fear of victimisation.
- You will need to provide a written statement and any supporting witness information.
- The Senior Manager and the Equality and Diversity lead will investigate the matter thoroughly and confidentially within 3 working days.
- They will establish the facts and advise you of the outcome of the investigation within 10 working days in the form of a written report.
- Where the racial incident is between staff members, the person(s) complained about should be offered the opportunity of providing a written statement informally in the first instance.
- The Senior Manager will record the incident on a Racial Incident Monitoring form; this record will include the names of all parties involved and the outcome of the investigation.
- In situations where the person who committed the grievance remains a patient or staff member of the surgery, the Senior Manager and the Equality and Diversity lead will keep the situation under regular review to ensure that any harassment, abuse or victimisation has stopped.

•

4. Zero Tolerance

The PCN is committed to developing and maintaining a safe and secure environment, for its patients, staff and visitors and has a duty to take all reasonable steps to protect and support its staff. The PCN will not tolerate any form of racial discrimination or harassment of its staff by any visitor.

Any visitor, who expresses any form of racial discrimination against, or harassment of, any member of the PCN staff or another visitor of the PCN, will be required to leave the PCN's premises forthwith.

If the visitor is a patient, an initial warning letter will be sent on the first occasion of any racist or discriminatory behaviour from them. This letter will include an offer of a meeting with the patient to discuss the issue. Any subsequent repeat of the behaviour by the same patient will lead to removal of the patient from the Practice list.

The patient will be sent written notification of this decision by the Senior Manager and will have a 6 weeks period in which to join a new surgery.

If the severity of the behaviour deems it necessary, the incident can be reported to the police by the Senior Manager.

5. Training and Education

The PCN will ensure that annual mandatory equality and diversity training occurs for all staff. All staff should also review the anti-racism policy once a year.

Quarterly reviews of all reported racial related incidents will be carried out jointly by the PCN with involvement of all 3 practices, so shared learning and raised awareness from these incidents can occur. These reviews will be led by the Equality and Diversity lead and supported by the Senior Managers (see below)

Some Important Definitions

What is 'race'?

Race means being part of a group of people who share similar physical or social characteristics so that they can be seen as a distinct group within society. Typically, these characteristics may include, skin colour, language, cultural beliefs, nationality, citizenship, or ethnic origin.

What is race discrimination?

Race discrimination is when an individual is treated unfairly because of their race, or because of the race of someone they are connected with, such as their partner.

What is racial harassment?

Racial harassment is any verbal, physical, written or visible abuse that is based on a person's race, ethnic background, colour, nationality, language or cultural background – and is considered to be unwanted, unacceptable and/or offensive to the person.

What is a racist incident?

A racist incident can be defined as any incident that is perceived to be racist by the victim (person with a protected characteristic) or bystanders. A racist incident may be perpetrated against individuals based on their race, colour, nationality, culture, language or religion.

What is casual racism?

Casual racism is one form of racism. It refers to conduct involving negative stereotypes or prejudices about people on the basis of race, colour or ethnicity. Examples include jokes, off-handed comment, exclusions of people from social situation on the basis of their race.

Unlike overt and intentional acts of racism, casual racism is not often intended to cause offence or harm.

What are microaggressions?

Microaggressions are brief and commonplace daily verbal, behavioural, or environmental indignities, whether intentional or unintentional, that communicates hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

Important Contact Details

Contacts	Email
Named Equality and Diversity Leads:	
Named Senior Managers:	

This Policy will be reviewed annually

Next Review date July 2021